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News Summary

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NASA says half the experiments originally planned for the Hubble Space Telescope could be completed as intended: Page A4.

Marine scientists are preparing to return two dolphins to their natural habitat after studying them in captivity for 18 months: Page A4.

Governors were critical of colleges at a meeting of the Education Commission of the States: Page A15.

More universities are suing to protect rights to royalties from the sale of patented inventions arising from campus-based research: Page A21.

Solar-powered cars built by engineering students from 32 universities raced from Orlando to Detroit—1,625 miles in 11 days: Page A25.

The adviser to a white-student group at the U. of Florida resigned to protest contacts with a former Ku Klux Klan member: Page A25.

A plan for random drug testing of athletes has led to a dispute between the governing board of the U. of North Carolina system and trustees at its Chapel Hill campus: Page A27.

A brutal attack on students by miners in Bucharest was seen as part of a short-lived attempt by the Romanian government to crack down on student protests: Page A30.

The new chairman of the Russian republic's academic system says he plans to wrest it from Moscow's control: Page A31.

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Students, Professors in Georgia Angered by Drug-Test Rule

State law requires new workers at public colleges to be tested

By SCOTT JASCHIK

All new employees of Georgia's public colleges and universities must submit to drug testing under a state law that took effect this month.

The law drew little attention when it moved through the General Assembly earlier this year. But students and faculty members are furious about it now. They say the law violates the U.S. Constitution, will discourage the best faculty members and graduate students from coming to Georgia's colleges and universities, and will waste money.

The law, which covers all new state employees, is the broadest attempt to date to require drug tests of college employees.

Supporters say it does not violate the Constitution and will attract faculty members to the state because Georgia will gain a reputation for fighting drug use.

The law applies to all new employees of public colleges, from students hired as temporary workers to senior faculty members. People currently employed need not be tested.

State to Set Up 100 Testing Sites

Prospective employees will be required to go to one of 100 testing sites set up by the state for urinalysis. Those who refuse and those whose tests indicate drug use will be denied employment by the state for two years.

Faculty and student leaders predicted that the law would seriously hamper efforts to recruit scholars to the state. "I

Continued on Page A19

Job Market Begins Predicted Turnaround, Survey Indicates; Many Colleges Find It Difficult to Fill Faculty Vacancies

By DEBRA E. BLUM

WASHINGTON

Faculty jobseekers are beginning to enjoy a sellers' market, according to a report released last week by the American Council on Education. The findings confirm what many higher-education observers have been predicting for several years.

"The market now is absolutely turning," said Elaine El-Khawas, who wrote the report, "Campus Trends, 1990." The report is based on a survey of senior administrators, primarily chief academic officers, at 364 colleges and universities. It was conducted this past spring.

Many institutions are already experiencing difficulty in filling faculty positions, especially in such high-demand disciplines as engineering and accounting, the report said. It also said that a majority of institutions were having a harder time getting top candidates to accept their job offers. Furthermore, a majority of the administrators surveyed reported that it was taking them longer to find qualified applicants for faculty positions.

Focus on Institutions' Responses

The education council has surveyed colleges and universities annually for the past seven years to try to identify trends and important issues in higher education. Because significant faculty shortages have been predicted for the next decade and beyond, this year's report focused on the faculty and on institutions' responses to the changing academic labor market.

The report also included results of survey questions about undergraduate curriculum, assessment, and enrollment.

Among the report's highlights:

- Half of all the colleges and universities

Continued on Page A11

Cuba's Universities Show Few Signs of Student Unrest

By JOYCE HACKEL

HAVANA

When the authorities arrested two university students here in January on charges of plotting to overthrow the Cuban government—one was jailed and the other released—some Western educators and journalists speculated that an East European–style protest movement was stirring on Havana's campuses.

Half a year later, however, there has been no university revolt.

To be sure, many young Cubans, including those who support President Fidel Castro's government, have many complaints about their education system.

'A Tremendous Amount of Security'

Some object, for example, to the Marxism courses that they are required to take, while others charge that students and pro-

Continued on Page A30

House Approves Increases for Student Aid, NIH Research

The House approved increases for research and student aid last week, but the gains may be lost in the battle against the federal deficit. Page A15.

Tiny NSF Program Hailed as Model for Broader Distribution of U.S. Funds

By COLLEEN CORDES

Ten years ago, Jack Horner's chances of getting a grant from the National Science Foundation wouldn't have looked good.

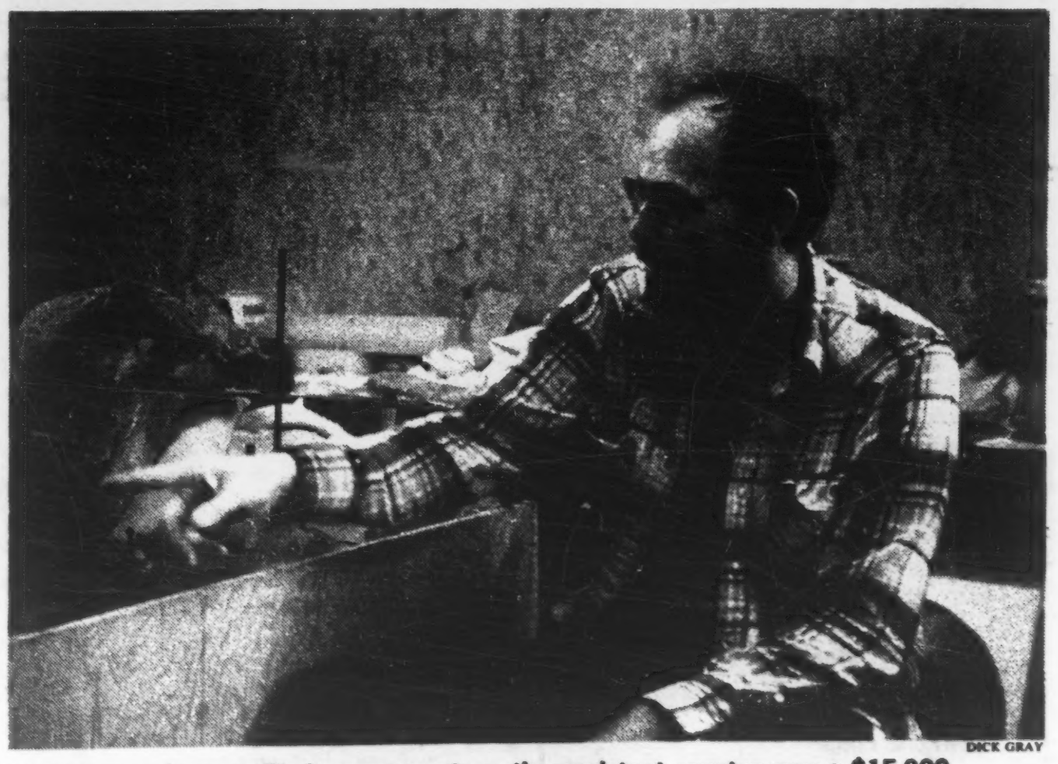
Mr. Horner, who has dyslexia, had no college degrees, and his position as assistant curator of the Museum of the Rockies at Montana State University left him relatively isolated from the scientific mainstream.

But the State of Montana is a participant in a National Science Foundation program to help improve the research capabilities of states without strong records in attracting federal research support. Mr. Horner received a $15,000 grant through that program.

400 Dinosaur Eggs

He used the money to explore nesting sites for dinosaurs. He has since won international prominence—and, along the way, a MacArthur Foundation fellowship. Mr. Horner has found at least 400 dinosaur

Continued on Page A17



DICK GRAY

Jack Horner: In an unlikely success story, the assistant curator won a $15,000 grant from the N.S.F. that helped him attain national prominence.

MARGINALIA

More winning exam-paper bloopers in the 1990 Summer Marginalia Contest:

■

From Stuart Sprague,
Morehead State University

"The Tennessee Valley Authority built water sheds."

■

From Mark Gilbertson,
Texas Lutheran College

"After Hume undermines trust in the existence of physical world, God, self, laws of nature, he concludes that all we have to rely upon are animal extincts."

"In total Aristotle thought that a rational and virtuous being would go far."

"Marx held that religion was an escape goat for the masses."

"It is impossible to draw the line when a fetish becomes a human being."

■

From Richard S. Myers,
Delta State University

Q: "Briefly describe your career goal."

A: "I plan to become a pharmacy."

■

From C. Don Reeves,
McLennan Community College

"George Washington was unable to conceive a child."

"The United States made the Gadsden Purchase because of the overwhelming desire of the American people to complete the shape of the country."

"A labor union may not dismember a member except for a very good reason."

"Theodore Roosevelt was saddened when his young wife died and went to a ranch in the Dakotas."

"The Russians were the first to put a man in orbit around the sun and to take pictures of the other side of the earth."

■

From Steven G. Kellman,
University of Texas at San Antonio

"The players returned to the court when the buzzard sounded."

"Gothic architecture is distinguished by flying buttocks."

■

From Carolyn V. Kent,
Nixon, Hargrave, Devans & Doyle
(formerly of Vermont College)

"The reason I liked this book was that the author wasn't trying to create some masterpiece."

"This book would appeal more to historians than to modern day man."

"Charles the Hammer met the Moors outside of Tours and defeated them by Calvary."

"In 1917 the Russian peasants were all revolting."

■

More to come! —C.G.

In Brief

Fire Damages Convent at Dominican College

SAN RAFAEL, CAL.—A fire caused severe damage to the building that serves as the administrative headquarters and convent of the Dominican Sisters of San Rafael. The convent is affiliated with the Dominican College of San Rafael, whose campus is next door.

The fire evidently was touched off by a worker using a blowtorch to remove paint from the outside of the massive, 101-year-old Victorian building. Fire-department officials estimated the damage at more than $1-million.

The archives of the college, which was founded by the sisters in 1890 but is now independent of the order, are housed in the convent but were not damaged. However, some works of art and some records were lost.

The third and fourth floors of the building were destroyed by the fire, and the first and second floors sustained water damage. None of the 30 sisters who live at the convent were hurt.

Pitzer College Drops ROTC Participation

CLAREMONT, CAL.—Pitzer College has announced that it will stop recognizing scholarships and issuing academic credits for participation in the Reserve Officers Training Corps program starting in the fall of 1991.

College officials said the four students now enrolled in Pitzer's program would not be affected by the ban.

Frank L. Ellsworth, president of the college, approved the ban voted by the College Council, which is made up of faculty members and student leaders. A resolution passed by the council said the current policies of the armed forces discriminate against homosexuals and "are unconscionable and are in direct conflict with Pitzer's commitment not to discriminate on the basis of sexual preference."

Pitzer, which enrolls about 830 students, is one of the Claremont Colleges, a consortium of six independent institutions.

What They're Reading on College Campuses

		Previous Survey
1.	**The Joy Luck Club,** by Amy Tan	4
2.	**The Burden of Proof,** by Scott Turow	—
3.	**Weirdos From Another Planet!** by Bill Watterson	1
4.	**All I Really Need to Know I Learned in Kindergarten,** by Robert Fulghum	5
5.	**A Brief History of Time,** by Stephen Hawking	—
6.	**50 Simple Things You Can Do to Save the Earth,** by the Earthworks Group	3
7.	**The Russia House,** by John le Carré	—
8.	**A Prayer for Owen Meany,** by John Irving	8
9.	**Presumed Innocent,** by Scott Turow	—
10.	**Oh, the Places You'll Go,** by Dr. Seuss	5

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: American U., Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Dartmouth College, Denison U., Eastern Kentucky U., Idaho State U., Iowa State U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., New York U., North Dakota State U., Pennsylvania State U., Portland State U., Princeton U., San Francisco State U., Southern Methodist U., Stanford U., Tulane U., U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Maryland–Baltimore County, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Southern California, U. of Washington, U. of Wisconsin at Madison, and U. of Wisconsin at Milwaukee. Reports covered sales of hardcover and paperback trade books in June.

Hispanics Falling Behind in Education, Report Says

WASHINGTON — National efforts to reform education may have passed over Hispanics, threatening the stability of what is expected to be the largest minority group in the United States by 2000, a report released last week said.

The report, "Hispanic Education: A Statistical Portrait 1990," was issued by the National Council of La Raza, a lobbying group for Hispanic rights. It was released at the group's annual meeting here, which attracted about 4,000 Hispanic leaders.

When compared with other minority or white students, Hispanics are less likely to complete high school or go on to college, the report said. In 1988, for example, 31 per cent of all 18- to 19-year-old Hispanics had dropped out of high school. The dropout rates were 18 per cent for blacks at that age and 14 per cent for whites.

Officials of the Hispanic association said they believed the gap between the educational attainment of Hispanic students and others had been widening, despite widespread efforts to improve education for members of minority groups.

Copies of the report are available from the National Council of La Raza, Policy Analysis Center, Suite 300, 810 First Street, N.E., Washington 20002.

Suspect Arrested in Wesleyan Bombing

MIDDLETOWN, CONN. — The son of a former faculty member at Wesleyan University was arrested last week in connection with one of two firebombings on the campus last spring.

Local newspapers have identified the suspect as Sudhama Ranganathan. His father, Tanjore Ranganathan, was an artist in residence at Wesleyan; he died in 1987.

Federal and local police agencies have not revealed the identity of the youth because he was a juvenile at the time of the incident. He is a suspect in the April firebombing of the president's office but not in a second firebombing of a campus boathouse.

Meanwhile, the Hartford Police Department identified two suspects in the murder of Nicholas B. Haddad, a minority student activist at Wesleyan who was found shot in the head in Hartford this month. Initial news reports identified Mr. Haddad as black, but he was a Lebanese American.

The police said the killing was drug-related. Both suspects are

Army Lists 50 ROTC Units It Will Close by the End of Academic 1990-91

WASHINGTON

The Army has announced plans to close 50 of its 413 Reserve Officers Training Corps units at colleges and universities at the end of the 1990-91 academic year. The closings are part of the Army's plan to cut its active-duty strength by 20 per cent over the next five years (*The Chronicle*, July 18). Following are the institutions with units that will be closed:

Arkansas:
Arkansas Tech University
Henderson State University
Ouachita Baptist University
Southern Arkansas University
University of Central Arkansas

Colorado:
Colorado School of Mines
University of Southern Colorado

Connecticut:
Central Connecticut State University

Florida:
University of South Florida

Georgia:
Berry College
Mercer University

Idaho:
Idaho State University

Illinois:
Bradley University
Loyola University of Chicago

Kansas:
Fort Hays State University

Louisiana:
Nicholls State University

Maine:
University of Southern Maine

Massachusetts:
Salem State College
Suffolk University

Michigan:
University of Detroit

Minnesota:
Bemidji State University
Winona State University

Missouri:
Westminster College

Nevada:
University of Nevada at Las Vegas

New Hampshire:
Dartmouth College

New Mexico:
New Mexico Highlands University

New York:
Marist College
Rensselaer Polytechnic Institute
State University of New York College at Fredonia

North Carolina:
University of North Carolina at Wilmington

Ohio:
Youngstown State University

Oregon:
Eastern Oregon State College
Oregon Institute of Technology

Pennsylvania:
Clarion University of Pennsylvania
Gettysburg College
Lafayette College
La Salle University
Pennsylvania State University at Erie–Behrend College
Washington and Jefferson College
York College of Pennsylvania

Rhode Island:
Rhode Island College

South Dakota:
Northern State University

Texas:
Midwestern State University
Trinity University
West Texas State University

Virginia:
Washington and Lee University

Wisconsin:
Ripon College
Saint Norbert College
University of Wisconsin at Milwaukee
University of Wisconsin at Platteville

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Personal & Professional

'In' Box

Buying homes for college presidents can be controversial. Officials at Carnegie Mellon University have found that to be especially true when the president owns five horses.

The university's effort to find a place for their new president, Robert Mehrabian, his wife, and their animals, generated some criticism on the Pittsburgh campus. Officials scrapped a plan to buy a 16-acre estate, which local papers reported had a $1.9-million price tag.

Last week Mr. Mehrabian announced that he and his wife would rent a house in the area and pay for it with their own money.

Several years ago the university sold the president's residence because Richard M. Cyert kept his own home while he was president from 1972 until last month.

In a statement to the campus community last week, Mr. Mehrabian said he hoped to "quickly put this issue behind us." Noting that he and his wife have owned horses for years, he added, "All aspects of ownership and care of our horses have been and will continue to be our personal responsibility," he added.

■

The University of Toledo had no problem finding a place for a faculty member's pet on its campus. It awarded the animal emeritus status.

Sampson, a golden retriever, was named "Guide Dog Emeritus" by the College of Education and Allied Professions at a retirement party. He shared the spotlight and emeritus status with his owner of nine years, Ruth Lindecker. Ms. Lindecker, an associate professor of special education, is blind.

Professors said they wanted to recognize both Ms. Lindecker and her dog for their many years of service.

■

Some faculty leaders say "cluck" to a new organization formed by the recent merger of four community-college associations in California. But supporters of the new Community College League of California prefer to pronounce its acronym—CCLC—as "Click."

"The nickname thing is just one of our many differences," says W. Ted Hamilton, outgoing president of a statewide community-college faculty association.

He says the new organization, which is made up of associations that represent administrators, chief executive officers, and trustees, will threaten the representation of faculty interests in the state legislature.

David Viar, who will head CCLC, says he can settle at least one of the differences between faculty critics and the CCLC off the bat: "We can all refer to it as the league," he says.

Mr. Viar adds that the league was created to consolidate the resources of several overlapping associations, and not to override the faculty's voice in policy making.

Many Colleges Finding It Difficult to Fill Faculty Vacancies as Job Market Appears to Begin Long-Awaited Turnaround

Continued From Page A1

surveyed expected an increased pace of faculty hiring for full-time positions during the next five years.

- Close to half of all the institutions required students to take at least one course on Western civilization, and about 44 per cent required courses that deal with world civilization.
- Administrators at 6 in every 10 two-year colleges surveyed agreed that assessment would improve undergraduate education, but only 4 in 10 administrators at baccalaureate and comprehensive universities and only 3 in 10 at doctoral universities supported that view.
- Fifty-five per cent of the institutions increased their enrollment of first-time freshmen in academic 1989-90, down from 62 per cent in 1988-89.
- More than two-thirds of the administrators cited adequate financial support as one of the three most serious challenges they would face in the near future.

Faculty staffing is another challenge, they said. This year, 59 per cent said it was among their top three concerns, compared with 39 per cent last year.

May Happen Sooner Than Expected

Several recent studies have concluded that in the next decade colleges and universities will need to replace a large number of professors because of an anticipated wave of retirements, an increase in enrollment on some campuses, and other factors. Researchers have predicted significant increases in the demand for professors beginning as early as 1992.

But the changes may be starting even sooner than that, according to Ms. El-Khawas, who is vice-president and director of policy analysis and research for the A.C.E.

She cited a 1986 book by Howard R. Bowen and Jack H. Schuster, *American Professors: A National Resource Imperiled,* that projected a 4-per-cent faculty-turnover rate by 1995. The book said that retirements would fuel much of the turnover. The council's study found, however, that the turnover rate for full-time faculty members was already at the 5-per-cent mark in academic 1988-89.

© 1990 SUSAN MUNIAK, FOR THE CHRONICLE

Elaine El-Khawas: "Given that faculty salaries make up one of the biggest chunks of university costs, I see a lot of pressure building up on university budgets."

"This is seeming to say that the changes are happening sooner than the statistics told us about," Ms. El-Khawas said. "This is 1990 and things are changing."

The A.C.E. findings confirm recent anecdotal reports of an improving job market for professors. Among them are reports by academic associations of a rise in the number of faculty job listings (*The Chronicle,*

Continued on Following Page

FACULTY NOTES

- **Ariz. court won't delay trial in bias suit brought by white professor**
- **EEOC dismisses sex-bias complaint against Saint Leo College**
- **Federal judge refuses to reinstate 10 ex-professors at U. of Texas**

A state court has denied a motion by the University of Arizona to reschedule the trial of a law professor who claimed he had been discriminated against because he is a white male over the age of 40.

Last week an Arizona Superior Court judge said the court would hear in October the case of Roy G. Spece, Jr., who has taught law at Arizona for 15 years. In a lawsuit filed last year against the university and several administrators and faculty members, Mr. Spece claimed that he had been a victim of discrimination because he earned less than faculty members who had been hired long after him and who are members of minority groups.

According to the lawsuit, Mr. Spece earned $53,424 in academic 1987-88, while an American Indian who joined the faculty that year was paid $67,000. In addition, the lawsuit said, a black woman who had graduated from law school 10 years after Mr. Spece had and who, according to the complaint, had no teaching experience, was offered a $50,000-a-year teaching job.

Mr. Spece also claimed in the suit that he was subject to "negative heightened scrutiny" during a review of his teaching after he complained about the salary disparities.

A spokesman for the university denied the allegation. He also said the university's hiring and pay decisions were not discriminatory and were based on market conditions and the experience and training of the candidates.

—DEBRA E. BLUM

■

The Equal Employment Opportunity Commission has dismissed a

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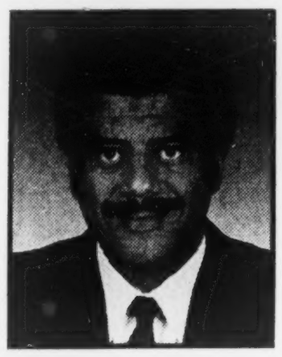
Advertisement

The Bottom Line

By Bernard R. Gifford, Ph.D.
Vice President, Education
Apple Computer, Inc.



I must admit I was nervous. It was my first day on the job at Apple Computer. Senior staff meetings were hardly new to me, but walking into my first meeting at Apple as the new ambassador from Academia, I was a little uneasy.

This was also my first experience working for a profit-making enterprise, and I expected to hear a great deal about the bottom line. Needless to say, no one at the educational institutions where I had worked had ever worried about turning a profit: More often, we worried about just keeping the lights on.

Sitting with these engineers and marketing experts, I hoped to contribute to their planning efforts, sharing with them some notions I had about how computers should be used to improve the teaching and learning process. I wasn't expecting to learn much about the educational issues that matter most to me. Was I ever wrong!

The meeting began with a spirited debate about product development. Fingers wagged and voices rose. People scribbled furiously all over the white board. Sandwiches arrived, but no one called for a break until late in the evening. And in all that time, I heard not one word about profit. Their bottom line, it turns out, was customer satisfaction. If we meet the needs of our customers, their reasoning went, the profits will take care of themselves.

When my turn came to speak, I hardly knew what to say. Ask me about educational trends and policies, intelligent testing systems, education funding, faculty evaluation, or academic planning, and I'm hard to shut up. But what did I have to add to a discussion of customer satisfaction?

It suddenly dawned on me that in all my years in education, I had never attended a single meeting dedicated entirely to the topic of "customer"—that is, student—satisfaction.

And that got me thinking.

Where does customer satisfaction figure in our educational decision making? When policy is set for elementary and secondary schools, parents are rarely consulted, and students almost never. It's ironic: The closer we get to the learning experience, the less input we get in our planning.

In postsecondary education, we have vastly improved the lot of faculty—although we have a long way to go. But seldom do those who lead consider systematically what students need and what they experience in the classroom. Here, I'm not talking about pandering to unreasonable demands for courses reflecting the latest intellectual fads and fashions. In education, the customer is not always right. But basing educational strategies on students' specific needs and learning styles—that *is* always right.

The historian Page Smith believes that this marginalization of the student's needs has become endemic to modern higher education. In his provocative new book, *Killing the Spirit*, Smith excoriates educational leaders for turning our universities into factories for the mass production of banal research, "depriving the student of what he or she deserves, the thoughtful and considerate attention of a teacher deeply and unequivocally committed to teaching."

The "customer" whose satisfaction counts in today's university is likely to be the scholar-entrepreneur, the journal editor, the tenure committee, or perhaps the corporate CEO. It is not the student. Yet students and their parents, particularly at private universities, are expected to underwrite an increasingly large chunk of the whole enterprise in the form of spiraling tuition.

Apple Computer could not produce a successful product without surveying the markets. But customer satisfaction doesn't come only from surveys. Apple's marketing people spend an enormous amount of time just listening to people talk about personal computing. They look for the right balance between following emerging markets and creating them.

Why should it be any different for schools? Students may not always know exactly what they want out of a course, but I think most can tell you when they're getting shortchanged. Most students have a fund of tales to tell us, both inspiring and grim. They can recount those occasions when learning has caught them up by surprise, engaging their curiosity and their passion. And we also need to hear about the times when they have been defeated by a blitz of disconnected information, pieces of a puzzle whose larger picture never quite comes into view.

After that first marathon meeting at Apple, I resolved to challenge educational leaders to give customer satisfaction a try. We can move toward a bottom-up approach to planning by actually listening to what students at all levels have to tell us about their experiences, their needs, their preferences. At the college level, we must have regular summit meetings where presidents, deans, trustees, and faculty meet regularly with a group of thoughtful students. Let the students do most of the talking, and listen hard. School principals and superintendents can do the same sort of thing, even with the youngest of their students. We might all be surprised at what our customers have to teach us.

Faculty Notes

Continued From Preceding Page

complaint of discrimination and harassment filed by a female faculty member against Saint Leo College.

The commission found that the college had given Eileen Stenzel, a former assistant professor of religious studies and philosophy, both timely notification and an adequate reason for its decision not to renew her contract, in terms of the faculty's collective-bargaining agreement with the college.

The resolution of Ms. Stenzel's case, which was the subject of an investigation by the American Association of University Professors, will not necessarily affect the college's presence on the association's list of censured institutions, an A.A.U.P. spokesman said.

The A.A.U.P., which censures administrations that it finds have violated accepted principles of academic freedom and tenure, censured Saint Leo College at its annual meeting last month. Association investigators had found that Ms. Stenzel, who claimed she was a victim of sex discrimination, had been denied reappointment without a proper review of her allegations. It also found that she had been given six months' notice of her termination. Association standards call for one year's notice.

An A.A.U.P. spokesman said that before censure can be removed the college must revise its grievance and termination procedures and compensate Ms. Stenzel. The compensation can take the form of payment, reinstatement, or an invitation to speak on the campus, the association spokesman said.

—D.E.B.

■

A federal judge has ruled against 10 former professors at the University of Texas at Dallas who claimed, in a lawsuit, that they had been dismissed without due process.

The plaintiffs, all of whom had tenure, were among 14 faculty members dismissed in 1988 when the university's special-education and environmental-sciences programs were dropped.

University officials cited declining enrollment and insufficient research support as reasons for discontinuing the programs.

The plaintiffs claimed that they were entitled to a hearing before being dismissed, and asked in their lawsuit to be reinstated to their former positions as tenured professors. University officials said no hearing was required.

Charles Zucker, director of the Texas Faculty Association, which is affiliated with the National Education Association, said the group was considering an appeal. If the decision stands, he said, the ruling could strike "a devastating blow to the concept of tenure."

—KATHERINE S. MANGAN

Many Colleges Finding It Difficult to Fill Faculty Vacancies

Continued From Preceding Page

April 18) and data from a faculty survey indicating that professors felt it was a good time to start an academic career (*The Chronicle*, November 8, 1989).

This year's council survey was the first to examine how institutions are responding to the changing academic labor market. The increased competition for professors has led some to make higher-than-usual salary offers, to provide job assistance to candidates' spouses, and to hire in advance of actual vacancies, the report said.

Responses varied among different types of institutions. For example, doctoral institutions were more likely than others to hire some faculty members, especially in high-demand fields, at salaries above the institutions' traditional scales. In the past year, more than half of the doctoral institutions surveyed have hired new junior faculty members at higher salaries than are paid to some senior professors in the same departments.

Increases in Compensation

To make jobs more appealing, 9 in 10 institutions said they were taking steps to increase faculty compensation, while 6 in 10 were working to improve fringe benefits. Many institutions, including virtually all of the doctoral institutions, reported they were trying to increase the proportion of women and members of minority groups among their new appointees.

To deepen their pools of applicants, some colleges reported they were re-examining their traditional criteria for new faculty appointments. Some institutions, including more than a third of the two-year colleges surveyed, said they were considering whether to accept candidates who did not have teaching experience.

Ms. El-Khawas warned last week that the heightened competition for faculty members might strain the resources of colleges and universities.

"Given that faculty salaries make up one of the biggest chunks of university costs," she said, "I see a lot of pressure building up on university budgets." As a result, she added, colleges and universities may begin to rely even more heavily than they do now on part-time faculty members, who typically cost less to employ.

Copies of "Campus Trends, 1990" are available for $13 each, prepaid, from the American Council on Education, Division of Policy Analysis and Research, One Dupont Circle, Washington 20036; (202) 939-9300. ■

College Experiences in Recruiting Full-Time Faculty Members in 1989-90

	2-year	Baccalaureate	Comprehensive	Doctoral	Total
The quality of applicants has declined					
Yes, generally	11%	2%	4%	3%	6%
Yes, in a few fields	29	40	24	16	31
No	60	57	72	80	63
It has taken longer to find qualified people					
Yes, generally	20	26	14	13	20
Yes, in a few fields	44	36	61	55	45
No	36	39	24	32	34
Institution has had greater difficulty in getting top applicants to accept positions					
Yes, generally	22	24	20	15	22
Yes, in a few fields	44	28	51	57	41
No	34	48	28	28	37
A lower percentage of offers are being accepted					
Yes, generally	11	19	10	10	13
Yes, in a few fields	24	18	32	38	25
No	64	63	58	52	62
Institution has hired some faculty members in advance of an expected vacancy					
Yes, generally	1	7	6	6	4
Yes, in a few fields	4	10	17	34	10
No	95	83	77	60	86
Institution has hired some faculty members at salaries above the salary scale					
Yes, generally	8	10	16	12	10
Yes, in a few fields	24	47	65	75	41
No	67	43	19	13	48
Institution has hired new, junior faculty members at a salary above that of some senior faculty members in the same department					
Yes, generally	2	5	7	5	4
Yes, in a few fields	13	27	40	56	25
No	85	68	53	39	71
Institution has moved part-time faculty members into full-time positions					
Yes, generally	14	4	2	2	8
Yes, in a few fields	51	58	44	31	50
No	36	38	53	67	42
Institution has had situations in which recruitment involved dual-career couples					
Yes, generally	4	13	8	9	8
Yes, in a few fields	22	37	63	78	38
No	75	50	28	14	55
Institution has assisted the spouse's job search for a dual-career couple					
Yes, generally	4	14	14	18	10
Yes, in a few fields	19	26	48	61	29
No	76	60	39	21	61

Note: The figures are based on responses to a survey sent to senior administrators at 444 colleges and universities in the spring of 1990. The response rate to the survey was 82 per cent. Because of rounding, figures may not add to 100 per cent.

SOURCE: AMERICAN COUNCIL ON EDUCATION

Government & Politics

Ways & Means

Rumors were flying last week that the Higher Education Assistance Foundation, one of two national student-loan guarantee agencies, was preparing to file for bankruptcy. But officials of the foundation strongly denied the reports.

HEAF has had financial problems in the last year because many of the student loans it has guaranteed are in default. Many of those loans were made to students at proprietary institutions.

Education Secretary Lauro F. Cavazos, in a prepared statement, said he was closely monitoring the situation. "In the event that HEAF is unable to solve its problems, the department is considering options, all of which will insure the availability of new loans and the continuation of guarantees and claim payments on existing loans," he said.

A spokeswoman for HEAF said: "Bankruptcy is not planned and hasn't been considered."

■

A New York Congressman is squabbling with Texas officials over how much money Texas should contribute to the cost of building the Superconducting Supercollider, last estimated at about $8-billion.

A bill the House passed in May would require the state to contribute $1-billion over and above the cost of the land it had already pledged to provide for the s.s.c. Some lawmakers argue that officials from Texas, in lobbying for the mammoth project, committed themselves to no less.

So Rep. Sherwood Boehlert, a New York Republican, cried foul when the *Dallas Times Herald* this month reported a hitch in the plan. Land costs are rising, the paper reported, and state officials are considering counting some of the purchase price of the land as part of the state's $1-billion commitment.

That prompted a fiery complaint—and a veiled threat—from Mr. Boehlert on the House floor. "Should the Congress," Mr. Boehlert asked, "be as cavalier about its willingness to commit to building the s.s.c. as Texas is being about its commitment to help pay for it?"

Randy Erben, who directs the state's Washington office, countered that he was not aware of any commitment by state officials to provide the land in addition to the $1-billion. No decision has been made yet, he added.

■

A key staff member of the House Postsecondary Education Subcommittee is leaving her post to become the top lobbyist for a trade-school group.

Patricia F. Sullivan, legislative associate for the subcommittee, will begin working for the National Association of Trade and Technical Schools next month. She will direct the group's lobbying efforts during next year's reauthorization of the Higher Education Act.

House Approves Increases for Student Aid and NIH Just Days After President Warns of Draconian Cuts

White House says budget law will force slashes unless agreement is reached on spending and revenue

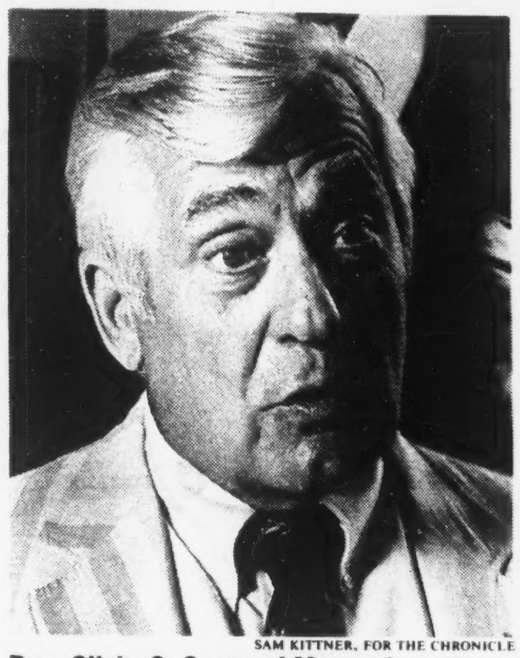
By THOMAS J. DeLOUGHRY and CHRISTOPHER MYERS
WASHINGTON

The House of Representatives last week approved a spending bill for fiscal 1991 that includes modest increases for student-aid programs and for research at the National Institutes of Health.

The House action came days after a White House report predicted that the Gramm-Rudman-Hollings law would require draconian budget cuts unless Congressional leaders and Bush Administration officials could agree on a budget plan that cuts spending and raises tax revenue.

Education lobbyists, who said they were pleased with the gains in the House bill, vowed to protect them from being scrapped in a budget agreement.

The House bill, approved by a vote of 359 to 58, includes a 13-per-cent increase for the Education Department and a 14-per-cent raise for the National Institutes of Health. The $26-billion allocated to the Education Department is the largest budget ever for the department and could climb even higher because lawmakers have not appropriated money for some programs that have not been reauthorized yet.



SAM KITTNER, FOR THE CHRONICLE

Rep. Silvio O. Conte of Massachusetts: "Scientists have pressed their case with renewed vigor, and have done an excellent job."

RICHARD A. BLOOM

Budget Director Richard G. Darman: Cuts under the Gramm-Rudman-Hollings law would have serious consequences for education spending.

'The High-Water Mark'

But even the strongest supporters of the increase for education have admitted that some of the money will be lost in the fight to bring the deficit under control.

Rep. Silvio O. Conte of Massachusetts, the ranking Republican on the subcommittee with jurisdiction over education and health-research spending, said: "This bill is very likely the high-water mark for many of these programs."

Indeed, Richard G. Darman, director of the White House Office of Management and Budget, said in the report released last week that letting the Gramm-Rudman-Hollings law slash $100-billion would have serious consequences for education.

The report said the cuts would:

- Eliminate Pell Grants to 1.2 million students and reduce grants to 2.2 million others by an average of $320.
- Delay research and development for the Superconducting Supercollider, jeopardizing much-needed foreign cooperation on the project.
- Eliminate 9,000 research grants supported by the Public Health Service and cut 4,200 scientists from research-training programs.
- Terminate support to about 28,000 grant recipients at the National Science Foundation and defer or terminate Science and Technology Centers, Engineering Research Centers, pre-college education programs, graduate fellowships, and global-change research. The U.S. Antarctic Program also would be shut down.

To avoid those cuts, Congress and the White House will have to come to some agreement on taxes and cuts in spending programs. As of last week, there was no such agreement, although negotiations continued.

Education lobbyists hope that the House budget bill will demonstrate the Congress's commitment to education and make it more difficult for budget negotia-

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State Officials Deplore Higher Education's Resistance to Change

By GOLDIE BLUMENSTYK
SEATTLE

The reaction said it all.

John I. Goodlad told the annual meeting of the Education Commission of the States that "higher education is going to be in for a bumpy ride in the next decade" unless it undertakes fundamental changes. And the Governors, legislators, and other education policy makers at the meeting responded with vigorous applause.

Mr. Goodlad, a professor of education at the University of Washington and a leading figure in the movement to change the way schoolchildren are taught, urged colleges to improve their teacher-education programs and to raise the programs' stature in the university hierarchy. In addition, he said, colleges must place a higher value on good teaching on their own campuses.

The warm response to his comments was just one indication of broad dissatisfaction and frustration with higher education that was expressed repeatedly by lawmakers at the meeting.

They said they were tired of spiraling college costs, inadequate teaching of undergraduates, lackluster progress in helping minority students complete their educations, and teacher-education programs that have failed to adapt to the school-reform movement.

The comments of Gov. Garrey E. Carruthers of New Mexico, a Republican and the outgoing chairman of E.C.S., were representative. "If top faculty don't teach freshmen and sophomores, how in the world are they going to get enthusiasm for the discipline?" he asked.

"If colleges continue to emphasize research and service, the taxpayer, one of these days, is going to ask, 'Why are we paying these people?' "

"If colleges continue to emphasize research and service, the taxpayer, one of these days, is going to ask, 'Why are we paying these people?' " he said.

Frank Newman, the president of E.C.S., said higher-education leaders should not dismiss the complaints as mere college-bashing. "This is the year that higher education is coming on the griddle," he said.

Setting Up Model Programs

Mr. Newman also promised that E.C.S., a nationwide compact of state officials, would do more than just provide a forum for complaints. Beginning this year, the commission will work with states to develop programs—such as new budgetary incentives—to encourage colleges and universities to renew their emphasis on teaching students. He said he hoped some states would agree to work with E.C.S. on setting up model college programs to demonstrate innovative teaching styles. Other programs could include E.C.S. aid to states wishing to establish organizations that would award grants to institutions that have revamped their curricula to promote teaching. Such organizations could be

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